



# Child Labour Policy

## Introduction

Uniplex (UK) Ltd is adopting a Child Labour and Forced Labour policy following the principles of the International Labour Organization (ILO) and the U.N. Convention on the Rights of the Child, to confirm the Company's continued commitment to stopping the employment of individuals under the age of 18. This policy clearly prohibits the use of forced labour or engaging in exploitative working conditions and practices. At Uniplex, we believe it is part of our social responsibility to engage in fair, legal, and equitable employment practices in all the countries where we operate.

## Policy Statement

Uniplex (UK) Ltd is fully committed to conducting business within a legal and ethical framework and respecting the guidelines of the International Labour Organization (ILO) and the U.N. Convention on the Rights of the Child. Uniplex does not condone child labour or forced labour practices in any way, shape, or form, and refuses to associate with entities that engage in such practices.

## Scope

This policy is applicable to all Uniplex (UK) Ltd locations, including corporate and regional offices. Additionally, Uniplex expects its business partners and supply chain (vendors, contractors, etc.) to uphold this policy and abide by the laws applicable in the countries where they operate.

## Definitions

### Child Labour:

As defined by the ILO, "Child Labour" refers to work that deprives children of their childhood, potential, and dignity, and is harmful to physical and mental development. It includes work that:

- Is mentally, physically, socially, or morally dangerous and harmful to children; and/or
- Interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to combine school attendance with excessively long and heavy work.

### Forced Labour:

According to the ILO, "Forced Labour" refers to "all work or service exacted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily."

## Policy Content

- Uniplex (UK) Ltd strongly believes that all children worldwide have the right to live a healthy life and receive education. The company strictly forbids the employment of individuals under the age of 18, regardless of any local laws or regulations.
- Uniplex may engage individuals aged 18 or under only through apprenticeships, internships, or work-experience schemes, coordinated with the individuals' educational institutions. These programmes must comply with applicable legal requirements and align with the ILO and UN standards.
- Uniplex is committed to ensuring that anyone working for or providing services to the company does so voluntarily and is compensated fairly according to local legal regulations. Uniplex is firmly against any form of employment exploitation.

- During the hiring process, Uniplex will verify all relevant details, including age and identity, to ensure that prospective employees are 18 years or older.
- In the event of child labour or forced labour being discovered within Uniplex or its legal entities, the employment of the affected individual will be terminated immediately. An internal investigation will be conducted, and if intentional policy violations are found, disciplinary actions—including termination—will be taken against responsible individuals.
- Uniplex will not knowingly associate with entities using child or forced labour. The company will make it a contractual obligation for its business partners and supply chain to adhere to this policy, and regular audits will be conducted to ensure compliance.
- In the event of child or forced labour being found within a business partner or supply chain, Uniplex is committed to discontinuing collaboration with the entity and may report findings to local authorities in accordance with the law.
- Uniplex has zero tolerance for intentional breaches of this policy.

### **Awareness and Training**

Uniplex is committed to raising awareness among its employees regarding child labour and forced labour through training initiatives. Additionally, Uniplex will communicate this policy to its business partners and suppliers and will include provisions in contracts and service agreements that enable Uniplex to enforce this policy.

### **Responsibility**

The local management team and the Human Resources department are responsible for ensuring the full implementation of this policy. It is also the responsibility of every employee to report any suspected cases of child or forced labour.



Signed: **Adriaan Posthuma**  
**Managing Director**

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